

## *Round Rock Fire Department Application Disqualifiers*

Any of the following will disqualify an applicant from further consideration at any stage of the process.

1. Is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation. Temporary disqualification based on circumstances.
2. Has been convicted of conduct that constitutes a felony under the Texas Penal Code or equivalent Federal Law or Code of Uniform Military Justice. Permanent Disqualification.
3. Has admitted conduct that constitutes a felony under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Military Justice. Permanent Disqualification.
4. Has been convicted of conduct that constitutes a Class A Misdemeanor under the Texas Penal Code, equivalent Federal law, or equivalent Code of Uniform Military Justice. Permanent Disqualification.
5. Has been convicted of conduct that constitutes a Class B Misdemeanor under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Military Justice. Temporary disqualification for a minimum of 60 months.
6. Has admitted conduct that constitutes a Class A or Class B Misdemeanor under the Texas Penal Code, equivalent Code of Uniform Military Justice. Temporary Disqualification for a minimum of 12 months.
7. Has admitted to conduct involving a crime of moral turpitude, or being known to habitually associate with those of questionable moral character. Permanent Disqualification.
8. Currently has pending criminal charges of any type, or is on "deferred adjudication" for a criminal offense. Temporary Disqualification.
9. Has made a false statement in any material fact; withheld information, practiced or attempted to practice deception or fraud in his/her application, examination, background investigation, polygraph examination or medical examination. Permanent Disqualification.
10. Has failed to complete or satisfactorily meet the employment process requirement of the Fire Department including but not limited to, missed appointments, failure to return application package, or other necessary paperwork, failure to promptly notify the Fire Department of changes in address or telephone numbers, or who otherwise fail to complete the application process. Temporary Disqualification for a minimum of 12 months.
11. Has failed to satisfactorily complete the oral interview process, including but not limited to any personal or automated interview process. Temporary Disqualification for a minimum of 12 months.
12. Has used illicit substance as indicated by the following guidelines:
  - a. Admission of illegal use of marijuana ten or less times (experimentation) within the last two years. (Temporary Disqualification until two years has passed from last use.)

- b. Admission of illegal use of marijuana more than ten times. (Temporary Disqualification until five years has passed from last use.)
  - c. Admission of abuse or misuse of legally obtained prescription medication(s), or illegal use of a prescription medication(s) of another person. Conduct involving the use abuse and/or misuse of prescription medication(s) will be considered on a case by case basis with consideration given to circumstances and elapsed time since last drug use. (Permanent or Temporary Disqualification based on circumstances)
  - d. Admission of illegal use of felony grade substances as defined in the Texas Penal Code. (Temporary Disqualification until ten years has passed since last use.)
13. Has a driving record incompatible with the safe operation of emergency vehicles, the required driving standards of the City of Round Rock Risk management Department, or which present potential liabilities to the City of Round Rock.
- a. Three or more events (moving violations or preventable accidents) in the preceding thirty six (36) months. Temporary Disqualification.
  - b. Reckless driving or similar conviction within preceding sixty (60) months. Temporary Disqualification.
  - c. Driving while intoxicated or under the influence of drugs within the preceding sixty (60) months. Temporary Disqualification.
14. Has been dismissed or resigned in lieu of dismissal from any employment for inefficiency, delinquency, or misconduct. Permanent or temporary Disqualification
15. Demonstrated poor maturity or judgment in the applicant's decision making ability. Permanent or Temporary Disqualification based on circumstances.
16. Has a history of unstable work including, but not limited to, short terms of employment over the candidate's employment history; employment of an illegal occupation; termination of employment without appropriate notice; and dismissal for cause from employment; and/or dismissal from employment in a public safety position. Permanent or Temporary Disqualification based on circumstances.
17. Has failed to meet all legal requirements necessary for future licensing and certification as required by the Texas Commission on Fire Protection and the Texas Department of State Health Services. Temporary Disqualification.

**NOTE REGARDING DISQUALIFIERS:**

An applicant that is disqualified for any of the above-mentioned reasons will not be considered for a Firefighter position with the Round Rock Fire Department for a period of one year from the date the application was received by the Human Resource Department. If the status an applicant's disqualifier has changed during the period, a written request explaining the change may be submitted to the Director of Training for reconsideration.

